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Future State Overview - Total Rewards Priorities

 Ensure Total Rewards objectives align with, enable and support the company business strategy



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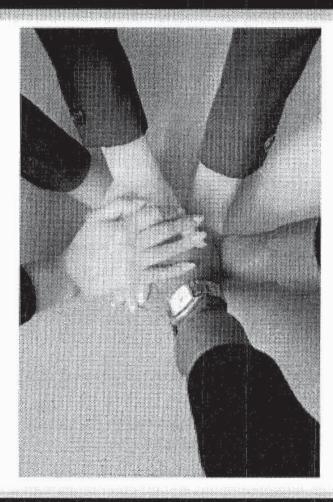
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Future State Overview - Aligning Pay to Performance

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Organizational Growth and Development Philosophy



Growing our key talent to provide the internal pipeline for tomorrow

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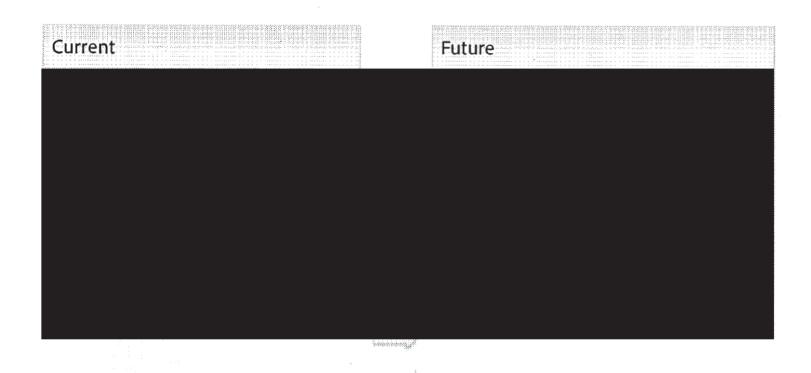
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Organizational Growth and Development Strategic Success

Identify and develop leadership capabilities needed to drive future growth of the business at all levels in the organization



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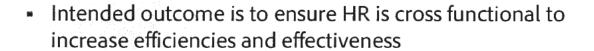
HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

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HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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Future State Overview - Building HR Capabilities

 Build HR capabilities globally to support the business as it continues to evolve and scale



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2009 - 2013 Strategic Objectives, Measures and Metrics Success Metric Measurements 2009 Targets 2013 Targets Adobe Confidential Adobe Copyright 2008 Adobe Systems incorporated. All rights reserved

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